

We thank the signers of the letter for their willingness to engage in this incredibly important discussion. We always welcome hearing the experiences and views of our former staff. We also value their right to come to us in a private way so their confidences and privacy are respected. And we will honor this principle with respect to this private letter.

Speaking generally, during 2016 there were a number of HR actions taken, and while it is not appropriate to discuss them individually, they ranged from employee counseling to immediate termination from the campaign. We share in the urgency for all of us to do better. During the 2018 Senate campaign, we developed and implemented more robust policies and processes regarding discrimination and harassment in conjunction with an expert outside firm that included features such as a third party toll free hotline for reporting incidents outside the structure of the campaign and requiring all staff and volunteers to undergo training as part of the on boarding process.

Harassment of any kind is intolerable. Hearing the experiences and thoughts of individuals who worked on Bernie's 2016 campaign is a vital part of our commitment to work within our progressive community to improve the lives of all people. And that's why we will continue to examine these policies and processes, with feedback welcome, and will make any necessary changes, as we continue our work to build a world based on social, racial and economic justice.